

Julie's Story

Julie is a 41 year old business consultant with a mid-sized firm. She has a solid base of clients and regularly meets her business goals. However, she feels like she has more to offer than she has been able to so far. She feels like if she could advance to the director level, she'd be able to have more influence with her clients and develop new offerings. She's frustrated that she hasn't been promoted yet, but she also recognizes that she doesn't need to depend on a title in order to **have the impact that she has the potential to have**. She's just as frustrated with herself as she is with the situation.


Of course, she could quit her job to find another company that might give her more runway to have impact, but she realizes that she doesn't want to do that. because she worries that maybe she isn't capable of making the difference she wants to make. After all, she has a good job and she's doing well at it, so why risk it? So she just keeps doing what she's been doing, biding her time and hoping that one day it will get better. Under all of this, she realizes that she is also committed to **security and sticking with what she knows** she will be successful at.

Julie knows she has the potential to make a bigger impact in her world, but there are times when her fear of taking a risk and failing keeps her from stepping out. It's time to take some smart risks in order to see what she is capable of achieving.

GO STATEMENT: Over the next year, I want to be better at realizing my potential to impact what I touch, and not be held in place by risk averseness.

SMALL STEPS:

1. Julie sees an opportunity to make some changes within her own work team that will give her an opportunity to take on more responsibility with clients, but there are some risky aspects to this. It will require her to step out in both offering her ideas to the team, asking for more responsibility, and learning some new aspects of the business. This will be a good first step to start getting comfortable with sharing her ideas and trying something new.
2. Julie's realizes that she has an impact on those who work closely with her every day, and her assistant Mark is at the top of this list. She wants to find out how she can grow in a way that will have an impact on him and help him do his job better. Asking for feedback is a vulnerable act, but it can also be really valuable for both people. This step has the potential to allow Julie to simultaneously grow both herself and Mark.
3. Her desire to have an impact extends beyond work to all of her relationships. Last month, her elderly neighbor passed away, and his widow is having a hard time. Julie wants to be there for her neighbor, but the risk is she won't know what to say to be comforting or helpful, and more than that, she might get "sucked in" if her neighbor needs more help than Julie can really offer. But she doesn't want her insecurities and fears to keep her from doing anything. She she has decided to go over for one hour on Sunday afternoon to help her neighbor with anything she needs help with.



The LEADERS LYCEUM
GROWTH GAP TOOL
*identifying the gap between
who you are and
who you want to be*

1 My #1 Complaint is... _____
I'm not advancing in my career the way I
think I should

My complaint reveals what really matters to me.



2 I value, or care about... _____
Career advancement

Why? Realizing my potential
Why? I want to have an impact on
the things I touch



5 In order to protect myself
from the downside of these
Section 4 Challenges, what I
tend to do is... _____
— I bide my time
— I tell myself it will get better

These behaviors show me that I may
also value or be committed to...

— My paycheck
— Security
— Maintaining the known

Bigger-Me
Growth Gap
Smaller-Me

3 What I could do, that I am not
currently doing, to more fully
realize these **Section 2** Values is...

I could quit this job, and go find a
place where I can contribute the
way I think I can



4 What I worry, fear, or resist most
about taking this kind of **Section 3**
Responsibility is...

— I might not be as good as I think
— I might not find another job

and the big, bad version of these
worries, fears, or resistance is...

Homelessness

GO Statement:

Over the next year, I want to be better at
realizing my potential to impact what I touch,
and not be held in place by risk averseness.

Small Steps:

1. Contribute my thoughts on restructuring
our workflow in Monday's staff Meeting.
2. Ask my assistant what is one thing that
I could do differently to help his
productivity by next Friday.
3. Spend 1 hour with my elderly neighbor
this Sunday afternoon.